SOCIO-ECONOMIC PERSPECTIVE OF WOMEN WORKERS IN CONSTRUCTION INDUSTRY : A CASE STUDY OF DISTRICT JHANSI IN UTTAR PRADESH (2015-2020)

स्वामी रामानंद तीर्थ मराठवाडा विद्यापीठ, नांदेड.

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Submitted by

Rakhi Kumari

M.A.(Eco.), M.Phil.

Under the Supervision of

Dr. Shradhanand Mane (Assoc. Prof.)

Department of Economics

M.P. College, Palam

School of Social Sciences

Swami Ramanand Teerth Marathwada University, Nanded

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Index

Sr. No.	Content
1	**A brief resume of proposed work/problem**
1.2	Women in the unorganized sector
1.3	The construction sector in India
1.4	Empowerment of Women
2	**Introduction to proposed research topic**
2.1	Statement of the problem
3	**Reviews of Literature and development in the relevant subject**
4	**Objectives of the research and proposed hypothesis**
4.1	Objectives
4.2	Hypothesis
5	**Methodology to be used and adopted**
6	**Importance of the study**
6.1	International Status
6.2	National Status
6.3	Regional Status
6.4	Scope of Study
7	**Proposed work plan – with a tentative Chapter scheme**
8	**Year-wise plan of work and target to be achieved**
9	**Expected outcome**
10	**Bibliography**

1. A brief resume of proposed work/problem

India is one of the developing countries in the world and it stand second in terms of population in the world, hence, our government is not able to give jobs for all people. The majority of the people are migrating from to take care of their livelihood from rural to urban areas. The urban areas have all the specialty and job opportunities in these settings. The literate and illiterate people have to put together self-employment throughout various aspect as well as informal sectors.

The Informal sector has been used to describe the working culture of a particular section of the people who are marginalized from the mainstream trading business as a result of modern industrial sector. The informal sector is also of used in relating for forms of living arrangements that are likewise unlawful, unregulated, protection of the state. Informal employment is a substantial and increasing feature of the current global economy.

Informal work can be described as monetary transactions not affirmed to the state for tax or benefit purpose, but which are legal in all other respects. The most important description of informal work point out it as a form of low quality work ways under poor conditions for low pay by populations marginalized from the formal economy. Such make an effort is conducted out of necessity in the lack of another means of living.

From this viewpoint, modern day informal entrepreneurship is often whispered to have emerged as a direct by-product of the advent of a deregulated open world economy. This explanation is mostly rampant when discuss the informal economy in India, where around 93 per cent of its working population is employed; in addition, near 30 per cent of this labor force are women.

The informal sector is portrayed as an absorber of surplus labor, provider of income earning opportunity for the poor and a primary means of maintain once a low cost of livelihood by providing cheaper goods and services, however, the correlation is not perfect, jobs like cart vending, hawking, small store vendors, road side cobbling, pedal rickshaw driving and domestic home help are seen as a great deal consistent to poverty, highly lacking confidence and unsteady work, long hours, poor conditions, no legal or social protection, limited right to use credit and very limited bargain power.

Women informal economy has concentrated on measuring the amount and nature of their right to use to credit, welfare funds, insurance and so forth. First, their work naturally operates at very low levels of organization and scale, and they have little or no right to use to institutional credit. Second, they lack formal space for operations, have to protect themselves from aggravation by local authorities and face a number of serious health and security risks, including hazardous working conditions and gender aggression. Third, their work is not often constituted as a take apart legal entity, self-determining from the household.

However, these transactions are totally market based, agreed by any formal system or government involvement. Fourth and finally, their actions tend to get locked within the traditional roles such as selling flowers at the temple and maintenance of basket of fruit. While, mobility in investigation of a better location and more customers is inadequate as they balance deal with attractive care of their children. Hence, they frequently compete with inadequate infrastructure and a range of time and gap constraint for productivity.

1.1 Women in the unorganized sector

In any developing economy in the globe, greater parts are employed in unorganized sector only. The employment of unorganized sector is largely being agriculture, dairy, small scale industries, animal husbandry, fisheries, handlooms and handicrafts etc. The number of women in the unorganized sectoris many times more then employment opportunities etc. There are no than that in the organized sector for the reason that their education, skills, family restrictions, lack of suitable severe laws to rule the unorganized sector in any economy. Hence, there is no fully fledged security of job or any common benefits to the employees. Among the unorganized industries, 95 per cent of works are purely contract based and seasonal one.

The unorganized labors those who have not been able to organize themselves in tracking down of common objectives on account of constraint like casual nature of employment, lack of knowledge and illiteracy, small and scattered size of establishment and situation of control enjoyed by employers because of nature of industry.

The World Bank in its annual report reveals 35 per cent of Indian households below the poverty line were headed by women and in most cases, were absolutely dependent on female income. Further, the report reveals that women's contribution is important in families with low economic status. The poorest families depend on women's economic productivity, while industrialization with the introduction of newly developed technology playsa significant role for development of a country.

Building construction is the basic of industrial developments, in India it is one of the fastest growing industries with an annual growth of 10 percent. It has wide range of actions with employment of a sizeable number of workers. They

are mainly working in unorganized sector. In India about 340 million (92 percent) workers are in unorganized sector and about half of them are in construction industry however, security measures are not being provided by them while working. They are being oppressed by the contractors; there is no particular time limit of work for them. They had to work on an average for about 9 hours per day while, mostly they are migratory workers. At times, they are lying face down to injuries and accidents.

1.2 The construction sector in India

The construction industry is the largest employer in India and in the World. It is the biggest industry after agriculture sector and it is an important part of a country's infrastructure and industrial development. The contribution of the construction industry to the economic and social life of the country is noteworthy. Along with the construction industries create considerable employment and also develop to other sectors throughout backward and forward linkage. It is necessary therefore, that this very important activity confident and helps for the healthy growth of the economy. The construction sector is the world's leading industrial employer with 7 percent of total world employment and 28 percent of industrial employment improving working and living conditions in construction.

The construction activity is an essential part of a country's infrastructure and industrial development. In India, the construction sector is the major employer of unorganized labor next to agricultural sector. The construction industry has contributed an estimated 6,70,77,800 lakhs to the National Gross Domestic Product (GDP) (a share around 8 percent). Approximately 16 percent of India's functioning population depends on building construction for its

livelihood and the Indian construction industry today employs about 31 million people and create assets worth over rupees 200,000 million per annum.

The strength of skilled workforce in construction has dwindle substantially from 15.34 percent in 1995 to 10.57 percent in 2015, whereas relative proportions of unskilled workers have gone up from 73.08 percent in 1995 to 82.45 percent in 2015 and it is a clear indicator that there is a great demand for skilled workers in the construction sector.

1.3 Empowerment of Women

Construction Workers Empowerment aim at creating both equality and equity between individuals or social groups. In women's empowerment, the gender and social relations are distorted in favors of women to create greater equality and equity between men and women within social groups and between different social groups. In the empowerment procedure, the powerless people begin to have control over their lives. Empowerment results in a change in the balance of power in the living conditions and in the relationships. Financial independence is very important for women construction workers as many of them are establish to be single or discarded women. Within families too, the husbands are establish to have other sexual partners and the income is split. Some are drunkards and find themselves in debts. The earnings of women are often compulsorily taken away by their husbands and total dependence on such negligent men too wreaks chaos on their personal lives.

2. Introduction to proposed research topic

Therefore, it could be concluded from above mentioned reviews of empirical studies on socio economic, working conditions and health problems of women construction workers in the construction sector emerged from the year

1974. The majority of the studies covered socio economic condition, working conditions, health problems of women construction workers in India and other foreign countries. There are many studies that have discussed and reviewed the conditions of the construction workers. Most of the literature reviews on conditions of women construction workers are in the context of socio economic conditions. Only few studies are available in working conditions and work related health problems in economics. Therefore, the researchers make attempt present socio economic and health issues related to workers in construction industry, with a focus on women workers

2.1 Statement of the problem

A change in the level of construction industry output not only affects GDP and manufacturing but also the general employment levels and incomes of people. Government influence construction industry both from demand and supply sides. Many governments are major clients of the domestic construction industry. Therefore, changing the budgetary allocations on construction has become a fiscal policy measure for stabilization of economies. When there is a budgetary squeeze, there will be a decline in the level of construction activity. Conversely, controls exercised by a government on the working of the construction industry exert their influence on the overall investment in the economy through control of credit and interest rates.

Today more rural and urban women were obtainable for construction works, the reason for such shift in employment is reduced agricultural activities due to poor rainfall and cost hike. As the living cost in high to create ends get together women decide substitute jobs and she has to overcome at home, workplace, health problem, family problems, sexual harassment and social issues. The women construction worker faces different socio-economic

conditions and also many work-related health problems. Women workers are mostly unskilled casual manual laborer. They are employed in construction sites for carrying bricks, cement, sand, water, digging earth, mixing cement and breaking stone.

The women are given common responsibilities with transporting of materials around the site. They are rarely establish in male dominated skill trades like carpentry, masonry, plumbing, electrical wiring. There is wage disparity between the male and female workers. Women laborers are paid fewer wages. The government has enacted Building and other Construction Workers Act, 1996 for the advantage of unorganized workers. The illiterate workers are not aware of their rights provided in the act. The risk involved in construction work is very high particularly for women workers who have to climb great heights with the load on their heads. Accidents involving simple injury occur almost every day, while fatal accidents occur occasionally.

The major cause of accidents is falling from great heights, falling of heavy objects or collapsing of ladders. Long working hours, lack of proper nourishment, lack of safe drinking water are some of the occupational hazards due to which women are not being able to work for longer periods. Safety risks, health hazards, low wages, poor working conditions are some of the problems faced by the women laborers. They are not aware of their legal rights ensured by the Government. However, there are a number of studies undertaken in the direction of women construction workers, but there is no concrete and systematic study relating to socio economic, working condition and health problems of women construction workers at Jhansi in Uttar Pradesh. This is the gap observed in the study area, in order to fulfill this gap, the present study has been undertaken.

This is a pioneering study on construction workers with reference to women at Jhansi in Uttar Pradesh. The present study intends to analyze the socio-economic condition of women construction workers in Jhansi and a special stress was given on investigate socio economic condition, status and amenities, nature of work and working condition, work related health problems and problems faced by women construction workers. In order to examine the women construction workers expansively, the following main aspect are analyzed.

1. the socio economic condition of women Construction Workers

2. the status and amenities of women construction workers

3. the nature of work and working condition of the women construction workers

4. the work related health problems of women construction workers

5. list out the problems faced by the women construction workers.

In this background the following problem "SOCIO-ECONOMIC PERSPECTIVE OF WOMEN WORKERS IN CONSTRUCTION INDUSTRY : A CASE STUDY OF DISTRICT JHANSI IN UTTAR PRADESH (2015-2020)" are framed and the methodology adopted for this study is also discussed.

3. Reviews of Literature and development in the relevant subject

This section attempts to present a various brief review of some important studies relating to women construction workers. For the purpose of discussion, review of literature has been undertaken to understand the prevalent conditions of construction workers, especially women in construction industry across the world and in different parts of India. The studies are mostly empirical in content, which attempt to identify the various aspects of women construction

workers. Keeping these facts in view, the available literature relevant to the objectives of the present study reviewing a few works could deserve attention.

Kakad, K. (2002) : *Gender Discrimination in the Construction Industry : The Case of Two Cities in India*. Gender, Technology and Development, 6(3), 355-372.

Examines the prerequisite of employment security in unorganized sector and the problem faced by workers without employment security. It was found that inter and intra sectoral heterogeneity among these occupational groups was the main factor for the policies aim at ensuring their employment security. Results indicate that the same policy for all occupational groups of unorganized sector would not work as different groups have different problems

Afsar, R. (2003):*Development and Pro-Poor Policy Choices in Asia. Proceedings of the Regional Conference on Migration, Dhaka, Bangladesh*: Refugee and Migratory Movements Research Unit. 1-16

Examines social networks play an important role in migration process. The agricultural sector is unable to absorb the entire laborforce in rural areas, where industrialization has limited or no vision for employment generation.

Lingard, H. and Lin, J. (2004) : *Career, family and work environment determinants of organizational commitment among women in the Australian construction industry*. construction management and economics, 22, pp409-420

Identifies attitudes, behaviors and perception, rigid working practices, lack of training opportunities, lack of support, networking and mentoring opportunities are the top barriers for individual women in construction.

Nandal, S. (2005) :*Extent and causes of gender and poverty in India: A Case Study of rural Hayana*. Journal of International Women's Studies, 7(2): 182 -190

Focus on female construction workers, agriculture workers and domestic workers. The objective of this study was to make out the socio-economic, working and living conditions of workers. The multistage stratified random sampling technique was applied; data was collected from 350 female workers from urban and rural areas of 3 districts of Haryana namely Panipat, Kaithal and Kurukshetra. Workers faced problems viz., difference in wages where female workers were paid less.

Lingard, H. and others (2007) : *Improving employees work-life balance in the construction industry: Project alliance case study*. Journal of Construction Engineering and Management, pp. 807-815, October 2007.

Reveals the correlation between presentation levels and health and safety presentation. Safety measures in place at a workplace improve the workers safety culture and productivity. High reportable accident rates and assurance rates indicate poor performance. Accidents lead to stoppage in works and absenteeism which lowers productivity

Ghosh, J. (2009) : *India: Playing games with the construction workers.* Deccan Chronicle. Retrieved from http://www.macroscan. org

Reveals most migrant worker's occurrence distress in the places of origin, despite somewhat better conditions; they are often exploited at the places of purpose predominantly in the place where they work. Therefore, it is important to make out the factors contributing to their migration; exploitations, and means to empower them through strategies. Thus, in the structure of empowerment and workers' rights, it is very important to develop mechanisms for improving job opportunity, working conditions and social and economic security.

Tiwari, G. and Gangopadhy, P.K. (2011) :*A review on the occupational health and social security of unorganized workers in the construction industry*. Indian Journal of Occupational and Environment Medicine 5(1).

Examines the women workers at assured points were going in the route of a number of job stresses viz., sexual harassment, being jobless, gender based discrimination, proneness to diverse health hazards, physical problems, insomnia, nausea, headache, and other adverse outcomes. It is seen that at the work place they do not have any confidentiality for sanitation, both male and female workers work collectively due to free mixing with the male co-workers they might get Sexually Transmitted Diseases.

Dileep Kumar (2011) : *Problems of Construction Labors: a qualitative Research*. Symbiosis IIIT SCMLD SBS, 2011.

Shows that the construction company is not making provision of any electricity or sanitation facility to the construction laborers. The sanitation and hygiene of the construction site and the laborer's houses found in poor condition, the majority sites do not have any toilets. Where the sites have toilets there it is having imperfect quality. There is incomplete condition of drinking water and the laborers have to depend on bore well, tanker lorry water and public water supply. Health of laborers is not at all substance to construction companies. Majority companies do not pay medical cost incur to the laborers. The women laborers are not entitled to get the maternity benefits. More over the companies are not prepared to compensate with employee's having partial and full injuries and are not covered by life insurance. Adequate accident relief equipment's like helmets, hand Gloves and shoes, safety belts, protection eye wear etc. like safety materials and equipment's to the construction laborers as they work for 8-11 hours a day.

Emuze, F.A. and Smallwood, J.J. (2012) : *Infrastructure project performance in the South African construction sector: Perceptions from two provinces*. Acta Structilia, vol. 19, no. 2, pp. 1-20, December 2012.

Expresses the behavior and attributes of workers in terms of work habit, co-operation/teamwork, resourcefulness and initiative, job skills and ability, attendance to social factors, changing crews, misunderstandings among laborers, use of older aged workers, laborer loyalty, etcetera, influence the quantity and quality of work produced. Lack of worker participation in quality circles and quality improvement teams negatively influence project success outcomes.

Okoro, C.S. and others (2016): *Evaluating the influence of nutrition determinants on construction workers food choices*. American Journal of Men's Health, pp. 1-15, January 2016.

Indicate the health and productivity of construction workers is influenced by their nutrition as well as stress, fatigue and job demand. Insufficient sustenance can decrease productivity by up to 20 per cent; good nutrition can raise production rates and put off micronutrient deficiencies and chronic diseases and obesity, with modest investments that can be reimburse in decrease of sick days and accidents. In agreement with these views contend that physical fatigue/general weakness and ill-health/sickness may lead to decreased productivity, motivation, inattentiveness, poor judgment, poor quality work, job dissatisfaction, accidents and injuries.

Vettriselvan and others (2016) : *Problems Faced by Women Construction Workers in Theni District*. International Journal of Management Research and Social Science (IJMRSS) ISSN 2394-6407(Print) Volume 3, Issue 2, April – June 2016

Women are the weaker section in rural Tamil Nadu due to social stigma. Most of the women population in rural area engaged manual work only. Theni district is a one of the economically backward southern district of Tamil Nadu. Construction sector is the one of the major contributor to provide employment next to agriculture and textile industries. This current study aimed to focus the major problems faced by the women construction labourers at both workplace and their home. It found that unskilled women labourers were helps the male workers and they popularly known as ―Chithaals‖ in the construction field. They were paid very less compared (half) to the male workers and they enjoyed poor basic amenities in the worksites and there is no practice of welfare schemes and maternity benefits. It suggest that the sector should monitor by the both government and non government bodies to working condition to implement the welfare schemes to provide fulfil the basic needs at worksites and equal pay for their work. Further it open up the new avenues to conduct the research in the construction sector to enhance the working condition of the women workers in future.

Banu, S.R. (2017) : *Problems of Women Construction Workers with Special Reference to Mannachanallur Taluk, Trichirappalli District in Tamilnadu.* International Journal of Trend in Research and Development, Volume 4(4), ISSN: 2394-9333

The Construction sector has the largest number of unorganized workers in India. They are the backbone of our nation. Both men and women are integral part of the society. Women join as unskilled workers and remain unskilled till the end of their working life span. Construction Sector comes under Unorganized Sector of country. The term Unorganized workers has been defined as those workers who have not been able to organize themselves in pursuit of their common interest due to certain constraints like casual nature of

employment, ignorance and illiteracy, small and scattered size of establishment etc., The researcher concentrated only on the women workers who are working in the construction sector and how they are facing difficulties in the work place. Majority of the women construction workers are facing lots of difficulties like absence of social security, low wages, sexual harassment, gender discrimination, etc., Researcher adopted Descriptive Research Design Data was collected from 36 women workers in Mannachanallur Taluk .The researcher has been selected the simple Random sampling from probability sample Design. The data for this study has been collected through primary source. The primary data for this study was collected with the help of the questionnaire. The secondary data was collected from the library and computer. The constitution of India provides equal rights and opportunities to both the genders. Construction sector falls under unorganized sector of an economy. The problems of women construction worker in the workplace are one of the major issues in the contemporary social problems. Majority of the women construction workers are facing lots of difficulties like absence of social security, low wages, sexual harassment, gender discrimination, etc Main things ignorance and illiteracy, small and scattered size of establishment. They are working under unsecured environment or work culture.

Ananda, P (2019) : *A STUDY ON PROBLEMS OF BUILDING CONSTRUCTION WORKERS AT MYSORE CITY*. International Journal of Research and Analytical Reviews June 2019, Volume 6, Issue 2 P- ISSN 2349-5138

Building construction is considered the foundation of industrial developments. In India, it is one of the fastest-growing industries with an annual growth of 12%. Building construction workers are mainly working in informal / unorganized sector. Poverty, unemployment and helplessness force people to leave their place of origin and to go to unknown places to work in extremely

difficult condition. Building Construction plays a major role in the development of the economy, where building construction workers face many problems in their day-to-day life. Some of the problems are discussed in this study. The major problems are working for more number of hours, physical problems, psychological problems, economic problems, educational level, work environment bad habits, and absence of social security and welfare measures, stress, skin and physical health problems. Additionally, the governments, as well as the Non-Governmental Organizations are being neglected the unorganized labour class and their actual requirements in daily life. The building construction workers need to be brought out from weakness. Numerous issues such as hazardous work environment health, education, economic, and skill up-gradation need to be undertaken as welfare activities. Most building construction workers are leading their life below the poverty line due to numerous reasons. Fights for better minimum wages and good working conditions cannot yield result only by the formatting of trade unions of the building construction workers. Non-Governmental Organizations must play an active role in developing an affectionate model of intervention which can be adopted by the governmental agencies and the building construction owners.

SHANTHI, S and JANSIRANI, S (2021) : *STRUGGLES OF WOMEN CONSTRUCTION EMPLOYEES IN WIDE-RANGING*. Nat. Volatiles & Essent. Oils, 2021; 8(5): 12516-12518

The Construction sector has the main number of unorganized employees in India. They are the backbone of our land. Both men and women are integral division of the social order. Women join as unskilled workers and remain unskilled till the end of their working life span. Construction Sector comes under Unorganized Sector of country. The term Unorganized workers has been defined

as those workers who have not been able to systematize themselves in pursuit of their common interest due to certain constraints like casual nature of employment, ignorance and illiteracy, small and spread size of establishment etc., The researcher determined only on the women workers who are working in the construction sector and how they are facing complications in the work place. Majority of the women construction workers are facing lots of problems like deficiency of social protection, low income, sexual harassment, gender discrimination, etc., Researcher adopted Descriptive Research Design Data was collected from 36 women workers in Chennai Area. The researcher has been selected the simple Random sampling from probability sample Design. The data for this study has been composed through primary source. The primary data for this study was collected with the help of the questionnaire. The secondary data was collected from the library and computer. The major findings of construction women employees most of the difficulties. The researcher used the descriptive design for this study. The study is interested about women construction workers facing regular problems. The research purpose is to describe the problems faced by the women construction workers.

The Times of India (2021) : *Construction workers suffer from joint pains: Study.* The Times of India news paper (Ahmedabad) September 27, 2021.

They construct the buildings that last for years. But the literally back-breaking work ensures that they don't last for years – claimed a doctoral study. The thesis by Rutvik Purani claimed that out of 457 participants who were construction workers, 44% reported joint pain, respiratory and neurological issues. About 38% had multiple joint pain.Dr Nehal Shah, principal of SBB College of Physiotherapy and research guide to Purani, said that the study was undertaken to understand the extent of physiological and other health issues faced by the workers in largely unorganized sector. "The study covered four areas of Gujarat and covered a large spectrum of workers ranging from brick and stone masons to

plumbers, plasterers, roofers, drillers, etc. About 28% were from Gujarat, whereas all others were from other states," she said. The alarming fact that emerged from the study is age profile where majority of the workers were below 40 years of age.

4. Objectives of the research and proposed hypothesis

By keeping the above-cited view in mind, the researcher has framed the following objectives for the purpose hypothesis-

4.1 Objectives

1. To study socio economic condition of women Construction Workers
2. To describe the status and amenities of women construction workers
3. To analyse the nature of work and working condition of the women construction workers
4. To identify the work related health problems of women construction workers
5. To list out the problems faced by the women construction workers
6. To suggest policies to promote women construction workers and development.

4.2 Hypothesis

To give precise focus to the objectives of the present study, the following hypotheses are formulate and experienced with suitable statistical tools-

1. the marginal propensity to save is low for the women construction workers related to income and saving pattern of the women construction workers in the study area
2. There is a significant difference among the women Construction workers in different areas, with respect to wages, age, Family income, experience and distance from home
3. The differences of occurrence of work related health problems of women constriction workers among different type of works were statistically significant

4. The various dimensions of the problems differs significantly between the marital status of women construction workers
5. There is significant relation between the income of women construction workers and the various dimensions of problems.

5. Methodology to be used and adopted

The aim of this study is to show through econometric analysis the presence of the socio economic condition, the status and amenities, the nature of work and working condition, the work related health problems and list out the problems among women construction workers and to test the hypotheses are contributing significantly to emergence of women as construction workers. From this, the present study can generalize the findings obtained from the sample to the total study population. The study is micro in nature and data were collected from Jhansi.

The socio-economic condition, the status and amenities, the nature of work and working condition, the work related health problems and list out the problems among women construction workers and the ways to empower Women construction workers in Jhansi are studied. The Jhansi of Uttar Pradesh has a commercial and industrial center and is known for its cultural heritage and architecture. Since the late 1990s, software development and business process outsourcing have emerged as major areas in the cities economy, therefore, is selected as the study area Jhansi of Uttar Pradesh.

This is a descriptive study as the socio economic condition, the status and amenities, the nature of work and working condition, the work related health problems and list out the problems among women construction workers. This study aim at describes and quantify the distribution of certain variables in the study population at one point of time and they cover the following socio-

economic characteristics, working condition, nature of work, status and amenities and problem faced by women construction workers.

The various strategies can be used to collect quantitative data. However, in this study, stratified sampling is carried out. A sample of 300 women construction workers in Jhansi is interviewed to find out their views on socio economic condition, the status and amenities, the nature of work and working condition, the work related health problems and list out the problems among construction workers. The relevant and required primary data was collected by making use of a structured questionnaire.

6. Importance of the study

6.1 International Status

In the age of globalization speedy changes are attractive place in social political, industrial and cultural aspect. There occur enormous reform of work, employment and industry. Identity and aspiration shift swiftly. The knowledge revolution is taking place. The opening of women in the occupational field is of great social implication, from the advantage of enlarge vision, widen her position and developing her social character. In ancient period, women comprise a greater freedom in various fields and in later period the status of women gradually declined. During the 19th century, it was well thought-out disparaging for women to get to external the word as a means of earning still although she had no other means of survival. Women are restricted to take up jobs mainly due to economic need27. The British Govt. is said to have been largely responsible for initiation modernization efforts within the country. Social reform and access to education initiated by various Indian leaders and influenced and aided by the British Govt. paved the path for increased participation of women on various platforms- political, social and economic.

6.2 National Status

The problem of women workers should not be reduced to this general and somewhat simplified formulation, the differentiation within women in general and women workers in particular is also a fact of life. This behavioral differentiation is influenced by their basic social and economic characteristics. The difference between men and women workers and the status of women from rural areas (as a proxy for economic background since the rural economy is dominated by agriculture) and rural women belonging to the bottom layer of the Indian society i.e. SCs and STs. It is quite clear that the position of women workers in rural India is considerably lower than that of women in general. But the bottom layer is constituted by women belonging to the lowest social status groups. Urban women workers in general are better off than even rural men workers. But this advantage is somewhat dented when we look at the status of urban women belonging to SCs and STs. However, rural women workers in general seem to be more disadvantaged than even the urban SCs/STs women workers.

6.3 Regional Status

The Department of Labour facilitates harmonious industrial relations through effective enforcement of various labour laws, protecting and safeguarding the interests of workers. It is also committed to create healthy work environment for smooth production process and facilitating vocational skill development for enhanced employability. The Government's attention is also focused on promoting the welfare and providing social security to the labour force of both organized and unorganized sectors.

6.4 Scope of Study

1. Providing a healthy, safe and decent working environment and quality to the workers.
2. Making Madhya Pradesh free from child labour and ensuring the freedom of child labour from the hazardous occupations / processes.
3. Increase the employment potential through skill development on a sustainable basis.
4. Ensure cooperation and healthy relationships between employers and employees.
5. Systematic implementation of Labour related Central and State Acts and Rules across the state.
6. Enhancing social security coverage of workers through the implementation of better policies, programs, schemes, projects etc., regulating the working conditions, the industrial health and safety of workers, implementation of labour laws and proper management of them.

7. Proposed work plan – with a tentative Chapter scheme

The study is divided into Fifth chapters:

Chapter First : describes Introduction, examines women workers in unorganized sector in India and present an overview.

Chapter Second : related to review of Literature.

Chapter Third : deal of research design.

Chapter Fourth : presents the analysis of data and results and

Chapter Fifth : highlights findings and suggestions for further research.

8. Year-wise plan of work and target to be achieved

The first chapter which examines women workers in the unorganized sector of Jhansi and presents an overview will be completed in about six months. The second and third chapters, which are related to the review of literature and describe the research pattern, will be completed in the next six months. The fourth chapter deals with the display of data and its results, which will be completed in the next nine months. And completing the final fifth chapter findings, results and suggestions in the next three months, the thesis will be submitted to the university.

9. Expected outcome

Women workers have dual accountability of home and work and there are various reasons for deplorable conditions of women in unorganized sector namely gender discrimination, poverty, lack of basic knowledge, ignorance of government, inadequate laws which are deteriorating to avoid them. Government need to prepare information records of employed women for the betterment of women in construction industries. Government has to prepare programs for educating women for their rights on the basis of this statistical record. Central and state government had launched many schemes for provided that support to women but there are not adequate to defeat the problems of women workers. There is need of efficient functioning of these schemes and laws for empowering the women workers. The state and central government can plan many policies to increase the welfare of the workers. Therefore, this study helps to suggest increasing the socioeconomic conditions of women workers of construction industries.

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Outline approved by

Under the Supervision of

Dr. Shradhanand Mane (Assoc. Prof.)
Research Guide
Department of Economics
M.P. College, Palam

Submitted by

Rakhi Kumari
M.A.(Eco.), M.Phil.